

## GLOSSARY

**Attendant Allowance** - Additional money provided to an employee who has been so severely injured that he or she is unable to care for his or her own physical needs such as feeding, bathing, or dressing. This is payable in addition to compensation for wage loss, up to a maximum of \$1,500 a month.

**Chargeback** - The system of Department of Labor (DOL) billing the Department of Defense for payments related to the Office of Workers' Compensation Program (OWCP)-approved claims and then the Department of Defense charging those costs to the employing agency, or as otherwise established by DoD chargeback policy.

**Civilian Personnel Office/Human Resources Office (CPO/HRO)** - local operating personnel office.

**Claimant** - An individual whose claim for entitlement to benefits under the Federal Employees' Compensation Act (FECA) has been filed according to the provisions of FECA.

**Claims Examiner** - An employee of the OWCP possessing special training and experience in claims adjudication.

**Compensation** - Benefits paid or payable under FECA, including money paid because of loss of wages, medical expenses, rehabilitation expenses, loss of use of major body functions, as well as death benefits to survivor(s).

**Continuation of Pay (COP)** - Continuation of regular pay to a traumatically injured employee with no charge to sick or annual leave for the first 45 calendar days of disability. COP is subject to taxes and all other usual payroll deductions.

**COP Termination** - Termination of COP can be accomplished for any of the nine reasons listed on Form CA-1 or if medical documentation of disability has not been received within 10 work days after the claim has been made for COP.

**Controversion** - The formal administrative procedure through which DoD management presents evidence to OWCP to challenge an employee's claim for benefits. Management may controvert claims for COP that are clearly in conflict with the provisions of the regulations, or if there is serious doubt as to the validity of the claim. Controversions must be thoroughly documented and submitted at the earliest date the facts are available.

**Defense Injury/Unemployment Compensation Systems (DIUCS)** - The automated injury compensation database used by DoD injury compensation professionals to manage claims and validate costs.

**Dependents** - Include a wife or husband; an unmarried child under 18 years of age or, if over 18, incapable of self support because of a physical or mental disability; or a student under 23 years of age who has not completed 4 years of education beyond the high-school level; a parent, dependent on and supported by the employee.

**DoD Injury Compensation Liaisons** - A member of the Civilian Personnel Management Service (CPMS) who is colocated with OWCP district offices. Liaisons provide technical assistance in the FECA program to all serviced activities.

**Employees' Compensation Appeals Board** - An entity commonly referred to as "ECAB" separate from the OWCP in order to give to government employees the same administrative due process of law and the right of appellate review which most non-government workers enjoy under workers' compensation laws of the various states.

**Federal Employees' Compensation Act (FECA)** - Outlines the statutory regulations for the workers' compensation program which is identified in 5 USC 8101 et seq as amended in 1974.

**Fraud** - An intentional deceptive act, or series of acts, committed by an individual with the specific intent to cause the Department of Defense or OWCP to grant benefits under FECA which would normally not be granted.

**Injury Compensation Program Administrator (ICPA)** - The individual designated by the Civilian Personnel Officer who oversees and is responsible for the Injury Compensation Program.

**Leave Buy-Back** - A procedure whereby an employee may have leave restored to his or her account if it was initially used due to a job-related injury.

**Light Duty** - The temporary or permanent assignment to productive duty of an employee who is partially disabled from a job-related injury or illness and is unable to perform his or her regular duties. The employee's return to work must be recommended by appropriate medical authority and the assigned tasks must be fully consistent with the physical limitations specified by such medical authority.

**Loss of Wage Earning Capacity** - Compensation benefits paid at a reduced rate, based on an employee's ability to earn normal wages due to partial disability which is job-related.

**Occupational Disease or Illness** - An illness or disease produced by: systemic infections, conditions or repeated stress or strain, exposure to toxins, poisons, fumes, or other continued and repeated exposure to the work environment over a period greater than a single day or work shift. Persons suffering from occupational diseases are limited to injury compensation payments provided by FECA or to sick or annual leave.

**Office of Workers' Compensation Programs (OWCP)** - The Office of the Department of Labor that has overall responsibility for administration of FECA.

**Partial Disability** - Cases where an employee's injury or illness precludes return to regular duty, but is not totally disabling for all work.

**Periodic Roll** - A system used by OWCP whereby the U.S. Treasury pays prolonged disability cases and death cases each 28 days, automatically until advised otherwise by OWCP.

**Physician's Assistant** - A para-professional with special training in primary health care services, who works under the supervision of a physician. For purposes of FECA, an opinion rendered by a physician's assistant is not acceptable medical evidence, unless countersigned by the physician.

**Pipeline Reemployment Program** - Provides temporary funding and overhire authority of positions established for employees and former employees in receipt of Workers' Compensation benefits. Requests for pipeline benefits are approved by the Department of Defense (at this printing Air Force only).

**Reasonable Accommodation** - Reasonable accommodation may include, but shall not be limited to: (1) Making facilities readily accessible to and usable by handicapped persons; and, (2) job restructuring, part-time or modified work schedules, acquisition or modification of equipment or devices, appropriate adjustment or modification of examinations, the provision of readers and interpreters; and, other similar actions such as flexiplace employment.

**Recurrence** - After returning to work, an injured employee is again disabled and stops work as a result of the original injury or occupational disease. A work stoppage is not a recurrence of disability if it is caused by a condition that results from a new incident of injury even to the same portion of the body previously injured, or from a new exposure to the cause(s) of a previously suffered occupational disease.

**Rehabilitation** - Services and/or training provided to an injured employee who suffers from a vocational handicap due to a work-related injury or illness and who cannot resume usual employment. The goal is to successfully place the person in a job that they can perform within their limitations.

**Schedule Awards** - Compensation provided for specified periods of time for the permanent loss or loss of use of each of certain members, organs, or functions of the body. Compensation for proportionate periods of time is payable for partial loss of use of each member or organ. The compensation for schedule awards will equal 66--2/3 percent of the employee's pay or 75 percent when there is a dependent. Schedule awards are payable even if a person is Federally employed or receiving Federal retirement benefits for the period of the award.

**Third-Party Cases** - Cases in which persons or agencies other than the Federal Government may be liable for the injury, illness or death of an employee.

**Total Disability** - When an employee is unable to work in any capacity, as a result of a job-related injury or illness.

**Traumatic Injury** - A wound or other condition of the body caused by external force, including stress or strain. It must be identifiable as to time and place of occurrence and member or function of the body affected. It must be caused by a specific event or incident, or series of events or incidents within a single day or work shift. For example, a strained back caused by lifting a heavy box would be a traumatic injury. Only traumatic injuries entitle employees to COP. Traumatic injuries include damage to or destruction of prosthetic devices or appliances. Eyeglasses and hearing aids are excepted, unless damaged or destroyed as a direct result of a job-related personal injury requiring medical attention.

**Vocational Rehabilitation** - Vocational Rehabilitation, including job counseling, placement assistance or formal education may be provided to an injured employee who is unable to return to usual employment because of permanent disability due to injury. Additional compensation, not to exceed \$200 per month, may be paid if it is considered necessary for maintenance when the employee is pursuing an approved training course. The employee will be paid at the total disability rate while participating in the approved training course.

**Waiting Days** - The first three days of total disability, during which time compensation is not payable. This occurs at the expiration of the COP period (or sick or annual leave). Nonwork days can be counted towards the three waiting days. Example: The 45th day of COP ends on Friday. Waiting days are Saturday, Sunday and Monday. The employee must be in a nonpay status. The waiting days requirement does not apply if the disability exceeds 14 days or permanent disability results. Waiting days also apply in occupational disease cases.